Defense Acquisition Workforce Key Information

Purchasing

As of FY16 (30 September 2016)

Overview

- AT&L HCI is committed to providing the Functional Leader and FIPT Executive Secretary up-to-date key workforce information on a quarterly basis – we welcome questions and recommendations for improved information and analysis support

- HCI provides defense acquisition workforce-wide updates online also at http://www.hci.mil

- Key HCI support contacts
  - **HCI Functional Leader/FIPT Liaison is currently vacant**
  - **HCI Data/Analysis**
    - **Ms. Adrienne Evertson (adrienne.evertson@hci.mil)(703-805-2338)**

Fact Sheet

Defense Acquisition Workforce Purchasing and Procurement	FY 2008				FY2016Q4			
Human Capital Fact Sheet	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,184	12	1,196	125,879	1,475	0	1,475	161,469
Change in size from 2008	-	-	-	-	25%	-100%	23%	28%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	13%	33%	13%	77%	30%		30%	84%
Graduate Degree	2%	0%	2%	29%	6%		6%	39%
Certification								
Level I or Higher Achieved	59%	0%	59%	72%	60%		60%	85%
Level II or Higher Achieved	42%	0%	41%	61%	44%		44%	73%
Level III Achieved	21%	0%	20%	36%	4%		4%	43%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	51%		51%	75%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	43%		43%	22%
Does Not Meet Certification Requirement	15%	0%	15%	14%	6%		6%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	79%	8%	79%	62%	39%		39%	33%
Average Age	50.5	30.1	50.3	45.7	47.5		47.5	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	7/23/69(%)	-	-	20/23/57 (%)(Civ)	19/28/53(%)		-	26/25/50(%)
Average Years of Service	20.3	9.5	20.2	17.3	13.2		13.2	15.0
Retirement Eligible*	265(23%)	-	-	19,051(17%) (Civ)	274(19%)	-	-	25,712(18%)
Retirement Eligible w/in 5 Years*	300(26%)	-	-	21,315(19%) (Civ)	261(17%)	-	-	25,920(18%)
Total Gains/Losses*	337/320	-	-	14,245/15,030 (Civ)	528/320	-	-	15,815/10,997

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q4 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

*Analysis support from RAND using FY2008 and FY2016Q4 DMDC data.

Highlights

Defense Acquisition Workforce Size Highlights
- The current Purchasing Defense Acquisition Workforce count is 1,475 up from 1,196 in FY08, a total increase of 279
- The Purchasing Defense Acquisition Workforce count was at its highest point (1,475) in FY16, and its lowest point (1,196) in FY08
- The Agencies with the largest increases, since FY08, are DCMA, DHA and DLA, with increases of 32 (1067%), 13 (1467%) and 332 (217%), respectively
- The Agencies with the largest decreases, since FY08, are DODEA, MDA, and Air Force with decreases of 6 (-67%), 2 (-67%), and 75 (-53%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights
- The current Purchasing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 50.5%; down from 52.1% in FY08
- The current Purchasing Meets/Exceeds certification rate is down 1.6% from FY08
- The current Purchasing Defense Acquisition Workforce DAWIA 24 month grace period rate is 43.2%; up from 33.2% in FY08
- The current Purchasing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 6.3%; down from 14.7% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights
- Senior Career Group 52.6% (771) (10 years or less to retirement eligibility or retirement eligible)
- 18.7% (274) are currently eligible to retire, down from 22.6% in FY08
- Mid Career Group 28.2% (414) (11 to 20 years to retirement), up from 23.4% in FY08
- Early Career Group 19.2% (282) (21 to 25+ years to retirement), up from 7.4% in FY08

Total Historic Workforce

Purchasing

	FY 08	FY 09	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16
Total	1,196	1,238	1,287	1,276	1,340	1,283	1,205	1,330	1,475
Military	12	2	1		2				
Civilian	1,184	1,236	1,286	1,276	1,338	1,283	1,205	1,330	1,475

AWF by Component and Career Field

Pie chart: AWF by Career Field

- ENG 42,438 — 26%
- CON 30,669 — 19%
- LCL 19,929 — 12%
- PM 17,002 — 11%
- PQM 10,544 — 7%
- T&E 8,738 — 5%
- FE 7,870 — 5%
- IT 6,836 — 4%
- BUS-FM 6,327 — 4%
- Audit 4,011 — 3%
- S&TM 3,814 — 2%
- Purch 1,475 — 1%
- Other 1,816 — 1%

AWF Count by Career Category FY16Q4	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,011	4,011	2.5%
Business - CE	249	552	36	458	83	1,378	0.9%
Business - FM	1,718	1,849	172	2,008	580	6,327	3.9%
Contracting	7,959	5,802	545	8,452	7,911	30,669	19.0%
Engineering	9,140	21,623	354	9,139	2,182	42,438	26.3%
Facilities Engineering	1,797	5,456	34	498	85	7,870	4.9%
Information Technology	1,701	2,806	238	1,235	856	6,836	4.2%
Life Cycle Logistics	7,160	5,961	595	3,237	2,976	19,929	12.3%
Production, Quality and Man	1,407	3,210	39	393	5,495	10,544	6.5%
Program Management	3,240	5,560	802	5,681	1,719	17,002	10.5%
Property	53	65	-	14	273	405	0.3%
Purchasing	365	424	52	67	567	1,475	0.9%
S&T Manager	447	537	2	2,708	120	3,814	2.4%
Test and Evaluation	1,903	3,239	133	3,082	381	8,738	5.4%
Unknown/Other	7	2	-	3	21	33	0.02%
FY16Q4 Totals (*as of 9-30-2016*)	37,146	57,086	3,002	36,975	27,260	**161,469**	
Component %	23.0%	35.4%	1.9%	22.9%	16.9%		

Purchasing Workforce
Historical Size by Agency FY05 – FY16

Purchasing / Defense Acq Workforce	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	% Change Since FY08	% Change Since FY15
ARMY	319	330	351	358	382	357	265	272	365	14%	34%
DoN	545	567	562	536	522	501	501	495	476	-13%	-4%
AIR FORCE	142	146	145	131	113	97	80	79	67	-53%	-15%
DCMA	3	2	3	8	3	5	7	31	35	1067%	13%
DLA	153	162	188	199	270	279	289	398	485	217%	22%
DCAA	-	-	3	2	8	5	8	6	6		0%
MDA	3	2	1	1	1	1	1	1	1	-67%	0%
DISA	13	19	17	13	15	19	15	16	16	23%	0%
DHA	2	-	-	10	11	9	24	20	15	650%	-25%
DTRA	1	1	2	1	2	2	2	2	1	0%	-50%
DAU	-	-	2	-	-	-	-	-	-		
DeCA	-	-	1	1	1	-	-	-	-		
WHS	1	-	-	-	-	-	-	-	-	-100%	
DFAS	1	-	-	-	-	-	-	-	-	-100%	
DoDEA	9	6	5	7	4	2	7	4	3	-67%	-25%
DoD HRA	1	-	2	2	3	1	1	1	1	0%	0%
DSCA	1	1	1	1	1	1	1	1	1	0%	0%
DMA	-	1	1	3	2	2	2	2	-		-100%
DSS	-	-	1	1	1	1	1	1	1		0%
DTIC	1	-	-	-	-	-	-	-	-	-100%	
NDU	1	1	2	1	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	2		
IG	-	-	-	1	1	1	1	1	-		
4th Estate Other	-	-	-	-	-	-	-	-	-		
TOTAL	1,196	1,238	1,287	1,276	1,340	1,283	1,205	1,330	1,475	↑ 23%	↑ 11%

Purchasing

	FY 08	FY 09	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16
Does Not Meet	14.7%	14.7%	14.8%	14.7%	11.6%	11.1%	9.9%	8.2%	6.3%
24 Month	33.2%	45.3%	41.1%	33.0%	34.6%	24.2%	22.0%	39.1%	43.2%
Meets/Exceeds	52.1%	40.0%	44.1%	52.3%	53.8%	64.6%	68.1%	52.7%	50.5%

1.6% Decrease

■ Meets/Exceeds   ■ 24 Month   ■ Does Not Meet

* Rounded to nearest 0.1%

Certification Level "Meet/Exceed" Rates by Component Purchasing (FY16Q4)

Component	Meets or Exceeds	Not met within 24 months	Not met beyond 24 months	Count
DLA	(FY08 86.3%) 49.7%	48.9%	1.4%	485
Navy	(FY08 53.6%) 59.0%	33.0%	8.0%	424
Army	(FY08 45.1%) 48.5%	50.1%	1.4%	365
Air Force	(FY08 27.5%) 23.9%	32.8%	43.3%	67
Marine Corps	(FY08 61.2%) 53.8%	28.8%	17.3%	52
DCMA	(FY08 33.3%) 8.6%	91.4%	0.0%	35
DISA	(FY08 15.4%) 81.3%	18.8%	0.0%	16
DHA	(FY08 100.0%) 66.7%	6.7%	26.7%	15
DCAA	(FY08 N/A) 16.7%	16.7%	66.7%	6
Other Defense	(FY08 25.0%) 60.0%	20.0%	20.0%	5
DoDEA	(FY08 11.1%) 33.3%	66.7%	0.0%	3
DTRA	(FY08 100.0%) 100.0%		0.0%	1
MDA	(FY08 66.7%) 100.0%		0.0%	1
Total	(FY08 52.1%) 50.5%	43.2%	6.3%	1,475

Acquisition Workforce Component

- ■ Meets or Exceeds Position Certification Level Requirements
- ■ Certification requirement not met and member within 24 month period
- ■ Certification requirements not met and member beyond 24 month period

Purchasing DAWIA Certification Matrix + Bench Strength

Purchasing	Achieved Certification Level					
Required Certification Level	**No Level Achieved**	**Level I**	**Level II**	**Level III**	**FY16Q4 TOTAL**	**% Meets Certification Requirement**
Level I	227	111	66	10	414	*45.2%*
Level II	326	133	503	52	1,014	*54.7%*
Level III	9	-	2	2	13	*15.4%*
Unspecified	23	4	6	1	34	
FY16Q4 TOTAL	585	248	577	65	1,475	*50.5%*
	39.7%	*16.8%*	*39.1%*	*4.4%*		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	**# Exceeds**	**% Exceeds****	**Career Field Rank**
DAW	20,638	*12.8%*	
Army	5,124	*13.8%*	
Navy	6,995	*12.3%*	
Marine Cor	212	*7.1%*	
Air Force	6,545	*17.7%*	
4th Estate	1,762	*6.5%*	
Purchasing	128	*8.9%*	*6 of 14*

** Based on population total without unspecified positions

Certification Requirement					
Level I	**Meets**	**Within 24 Months**	**Does Not Meet**	**DAW TOTAL**	
Level II	187	186	41	414	*28.1%*
Level III	555	428	31	1,014	*68.7%*
Unspecified	2	9	2	13	*0.9%*
Purchasing TOTAL	1	14	19	34	*2.3%*
	745	637	93	1,475	
	50.5%	*43.2%*	*6.3%*		

= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

Purchasing Demographics

CAP - KLP: CAP 1 0.07%, Non-CAP 1,474 99.93%

Education: Other 28 1.9%, Post Grad 84 6%, High School 530 36%, Bachelors 364 24%, Some College 469 32%

MIL / CIV: Civilian 1,475 100%

RACE: AMI/AN 13 1%, PI 17 1%, MULTI 29 2%, Unspecified 81 6%, ASIAN 79 5%, BLACK 372 25%, WHITE 884 60%

Gender: Unspecified 23 2%, Males 546 37%, Females 906 61%

Occupied Position Type	Purchasing TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,197	0.7%
Critical Acquisition Positions (CAPs) *	1	0.1%	15,791	9.8%
Non-CAP Positions	1,474	99.9%	144,481	89.5%
TOTAL	**1,475**		161,469	

*= Number of CAPs, excluding KLPs (no double counts)

Highest Level of Education	Purchasing TOTAL		Entire DAW	
Post Grad	84	5.7%	63,772	39.5%
Bachelors	364	24.7%	71,199	44.1%
Some College	469	31.8%	12,023	7.4%
High School	530	35.9%	12,767	7.9%
Other	28	1.9%	1,708	1.1%
TOTAL	1,475		161,469	

Military / Civilian	Purchasing TOTAL		Entire DAW	
Civilian	1,475	100.0%	145,988	90.4%
Military	-	0.0%	15,481	9.6%
TOTAL	1,475		161,469	

Race	Purchasing TOTAL		Entire DAW	
WHITE	884	59.9%	119,897	74.3%
BLACK	372	25.2%	19,270	11.9%
ASIAN	79	5.4%	10,551	6.5%
MULTI	29	2.0%	3,591	2.2%
AMI/AN	13	0.9%	898	0.6%
PI	17	1.2%	787	0.5%
Unspecified	81	5.5%	6,475	4.0%
TOTAL	1,475		161,469	

Gender	Purchasing TOTAL		Entire DAW	
Males	546	37.0%	113,498	70.3%
Females	906	61.4%	46,704	28.9%
Unspecified	23	1.6%	1,267	0.8%
TOTAL	1,475		161,469	

Purchasing Size by Occupational Series

2210 - Information Technology Management Specialist
0%

Other
2%

1106 - Procurement Clerk / Technician
1%

1101 - Business and Industry Specialist
3%

1105 - Purchasing Agent
93%

Civilian Occupational Series	Purchasing TOTAL	
1105 - Purchasing Agent	1,366	*92.6%*
1101 - Business and Industry Specialist	46	*3.1%*
1106 - Procurement Clerk / Technician	19	*1.3%*
0301 - Administration & Program Staff	5	*0.34%*
1102 - Contract Specialist	2	*0.14%*
0343 - Management and Program Analyst	3	*0.20%*
1910 - Quality Assurance Specialist	12	*0.81%*
2003 - Supply Management Specialist	1	*0.07%*
2001 - Supply Specialist	1	*0.07%*
Other	*20*	*1.36%*
TOTAL CIVILIAN	**1,475**	*Civilians*

RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides

Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY16Q4

Purchasing DAW - Civilian Retirement Elig. Distrib. - End-FY08 vs FY16Q4

Early Career — Over 20 yrs to ret elig — FY08 7.4% FY16Q4 19.2%

Mid Career — 11-20 yrs to ret elig — FY08 23.4% FY16Q4 28.2%

Senior Career — Within 10 yrs ret elig — FY08 69.2% FY16Q4 52.6%

Source: RAND using DMDC data
Note: Rounded to nearest 0.1%

As of 30 Sept 2016

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q4) - Purchasing and Procurement

Future Career Group - 21 to 25+ Years to Retirement		Mid Career Group - 11 to 20 Years to Retirement		Senior Career Group - 10 or less years to retirement or retirement eligible		
282 (19.2%)		414 (28.2%)		771 (52.6%)		

Chart data by category (YRE):
- More than 25 YRE: 9.3%, 137, 2008 4.1%
- 25 to 21: 9.9%, 145, 2008 3.3%
- 20 to 16: 13.3%, 195, 2008 9.3%
- 15 to 11: 14.9%, 219, 2008 14.1%
- 10 to 6: 16.1%, 236, 2008 21.0%
- 5 to 1: 17.8%, 261, 2008 25.6%
- Eligible to Retire: 18.7%, 274, 2008 22.6%

Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q4) DMDC data provided by RAND.

As of 30 Sept 2016

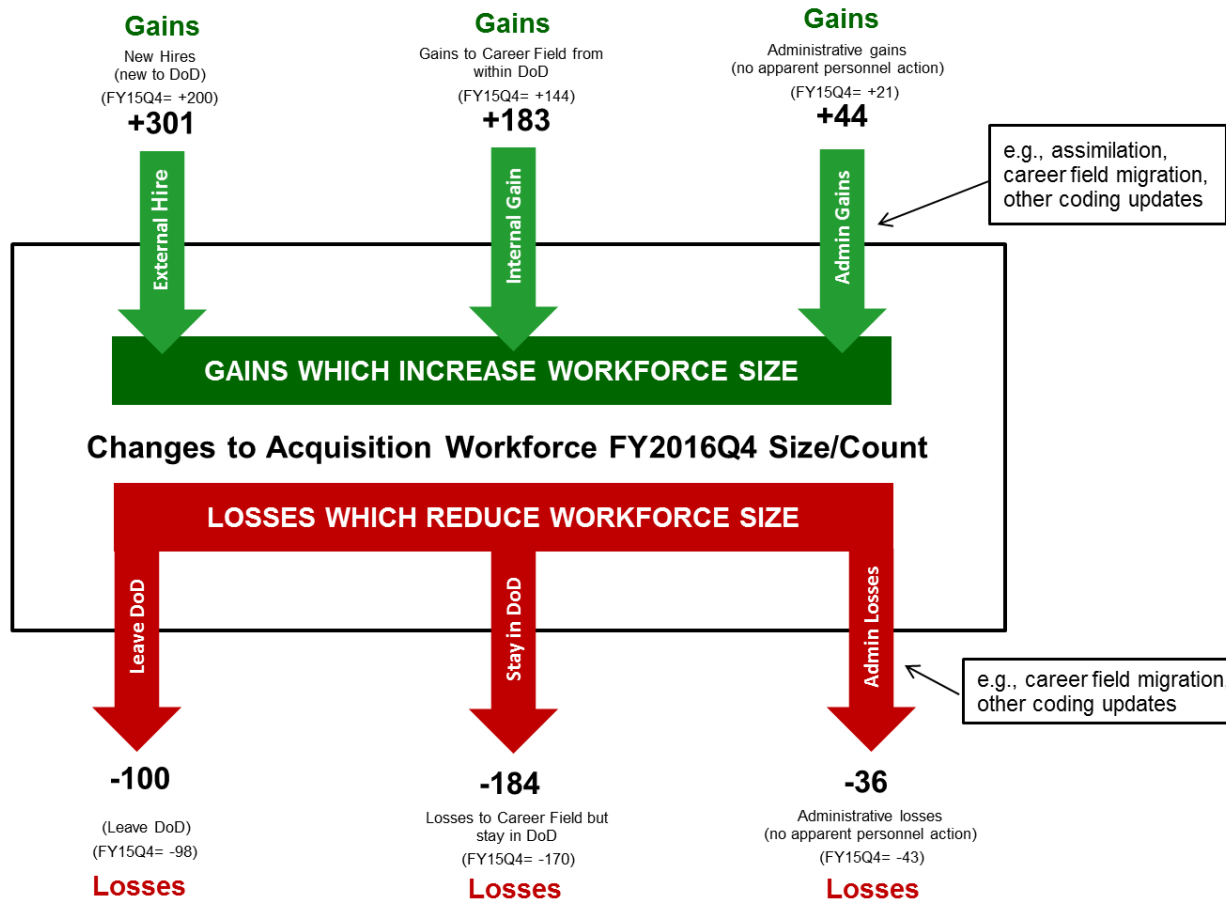### Defense Acquisition Workforce (Civilian) (FY2016Q4) - Purchasing and Procurement

Gains and Losses by External to DoD, Internal to DoD, and Administrative Categories

Gains
New Hires
(new to DoD)
(FY15Q4= +200)
+301

Gains
Gains to Career Field from
within DoD
(FY15Q4= +144)
+183

Gains
Administrative gains
(no apparent personnel action)
(FY15Q4= +21)
+44

External Hire

Internal Gain

Admin Gains

e.g., assimilation,
career field migration,
other coding updates

GAINS WHICH INCREASE WORKFORCE SIZE

Changes to Acquisition Workforce FY2016Q4 Size/Count

LOSSES WHICH REDUCE WORKFORCE SIZE

Leave DoD

Stay in DoD

Admin Losses

e.g., career field migration,
other coding updates

-100

(Leave DoD)
(FY15Q4= -98)

Losses

-184

Losses to Career Field but
stay in DoD
(FY15Q4= -170)

Losses

-36

Administrative losses
(no apparent personnel action)
(FY15Q4= -43)

Losses

As of 30 Sept 2016

Defense Acquisition Workforce (Civilian) - Purch
Workforce Lifecycle FY2016Q4 Gains & Losses*

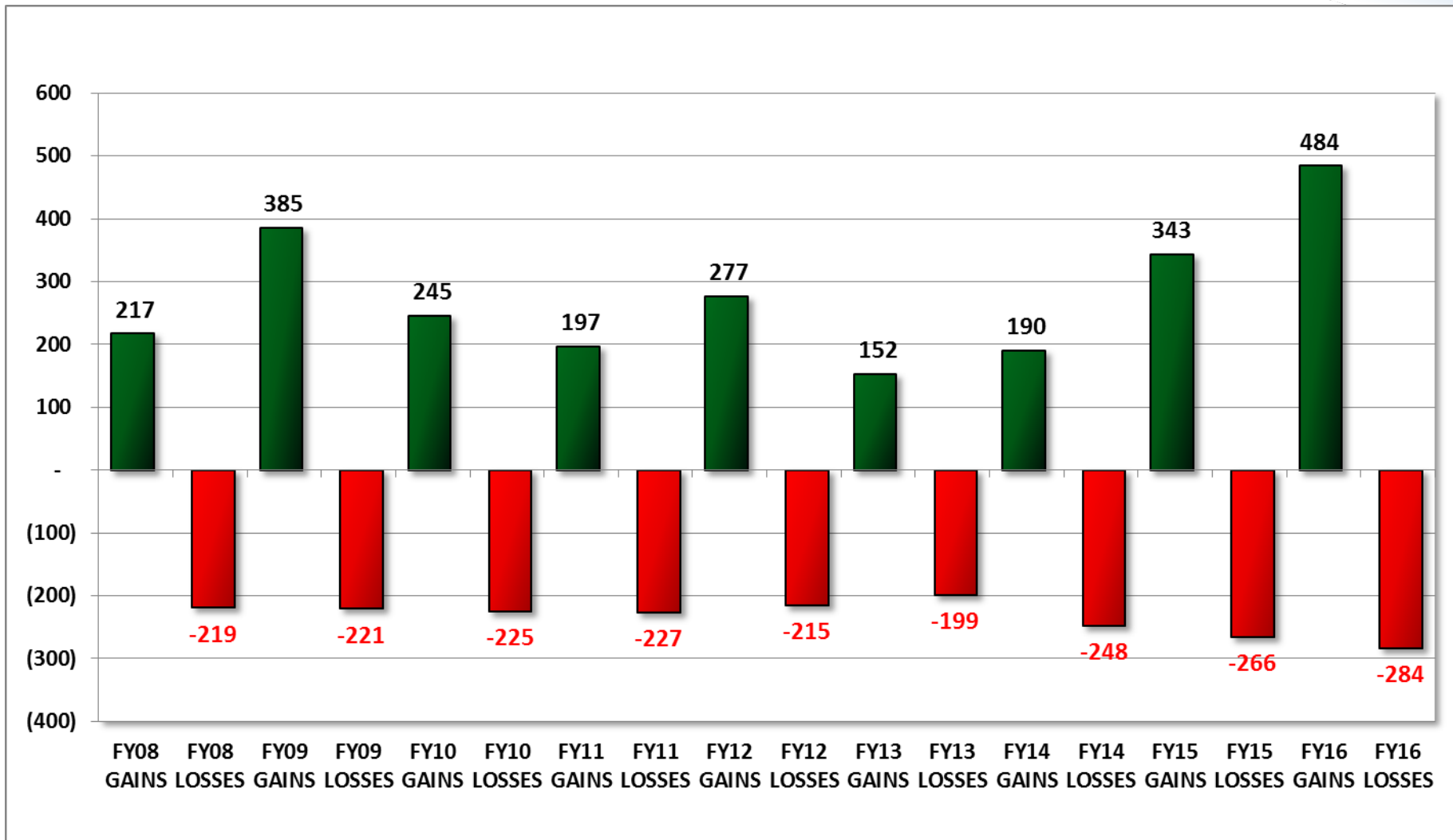|	Future Career Group - 21 to 25+ Years to Retirement		Mid Career Group - 11 to 20 Years to Retirement		Senior Career Group - 10 or less Years to retirement or retirement eligible		Retirement Eligible	
	More than 25	-25 to -21	-20 to -16	-15 to -11	-10 to -6	-5 to -1	0 to 4	5+
■ Gains	87	72	92	81	68	64	15	5
■ Losses	37	41	32	44	41	36	27	26

Career Lifecyle by Years to Retirement Eligibilty

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)
*Does not include administrative gains and losses

As of 30 Sept 2016

As of 30 Sept 2016

Defense Acquisition Workforce (Civilian) - Purch
Workforce Lifecycle FY2016Q4 Gains*

	Future Career Group - 21 to 25+ Years to Retirement	Mid Career Group - 11 to 20 Years to Retirement	Senior Career Group - 10 or less Years to retirement or retirement eligible
	30% / 70%	41% / 59%	43% / 57%
	Early Career	**Mid Career**	**Senior Career**
Internal	47	71	65
External	112	102	87

Internal Gains from Within DOD	External Gains into DOD

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)
*Does not include administrative gains

As of 30 Sept 2016

Defense Acquisition Workforce (Civilian) - Purch
Workforce Lifecycle FY2016Q4 Losses*

Future Career Group - 21 to 25+ Years to Retirement	Mid Career Group - 11 to 20 Years to Retirement	Senior Career Group - 10 or less Years to retirement or retirement eligible

Number of Civilians

- Early Career: 69% (Internal), 31% (External)
- Mid Career: 86% (Internal), 14% (External)
- Senior Career: 50% (Internal), 50% (External)

	Early Career	Mid Career	Senior Career
□ Internal	54	65	65
■ External	24	11	65

Loss - Remains in DOD	Loss - Left DOD

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)
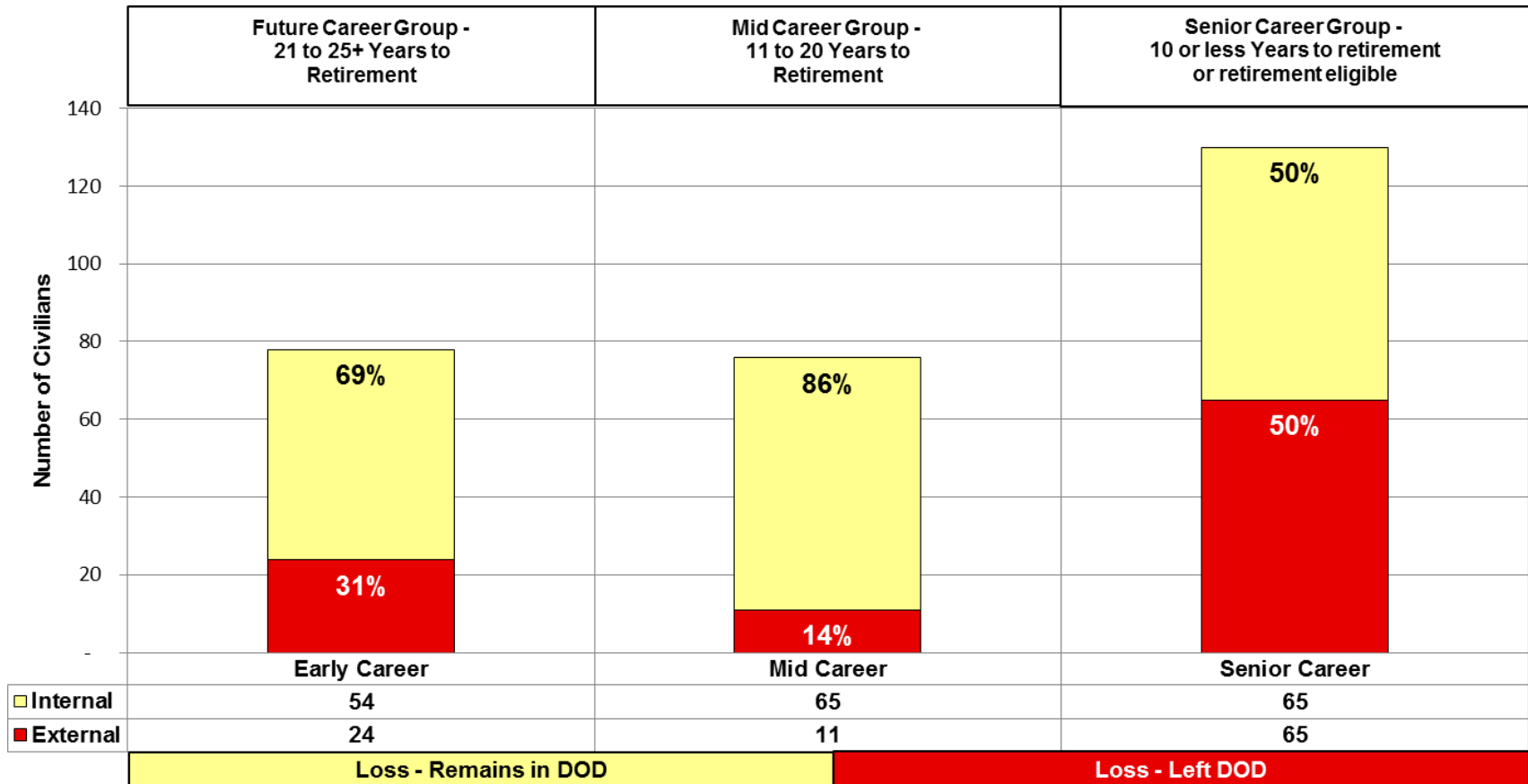
*Does not include administrative losses

As of 30 Sept 2016

Defense Acquisition Workforce Turnover - Purch (Civilian) (FY14Q4, FY15Q4, FY16Q4)(by Career Lifecycle Group)

	Future Career Group - 21 to 25+ Years to Retirement	Mid Career Group - 11 to 20 Years to Retirement	Senior Career Group - 10 or less Years to retirement or retirement eligible	TOTAL
	Future	Mid	Senior	Total
Turnover FY14Q4	35.1%	20.8%	15.4%	20.0%
Turnover FY15Q4	32.9%	22.1%	18.4%	21.8%
Turnover FY16Q4	31.0%	20.4%	17.6%	20.8%

Turnover Percent by Career Lifecycle Groups

As of 30 Sept 2016

Defense Acquisition Workforce - Purch

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q4)

> 497 or 33% of the civilian members of the Purch workforce will become eligible to retire with full benefits within 10 years.

5 Years

5 Years

Other

Retirement Eligible

> 274 or 19% of the civilian members of the Purch workforce are eligible to retire with full benefits.

236 - 16%

261 - 17%

FERS

CSRS

Years to Becoming Retirement Eligible

Retirement Eligible

Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2016 DMDC data provided by RAND.

As of 30 Sept 2016

END